

EDUCATION & TRAINING TOOLKIT

CORE COMPETENCIES	ESSENTIAL PUBLIC HEALTH SERVICES									
	1 Monitor	2 Diagnose Investigate	3 Educate	4 Partner	5 Policies	6 Enforce	7 Link People	8 Competent Workforce	9 Evaluation	10 Research
Analytic/Assessment Skills										
1) Assesses the health status of populations and their related determinants of health and illness (1)	X	X	X	X	X	X	X	X	X	X
2) Describes the characteristics of a population-based health problem (2)	X	X	X	X	X	X	X	X	X	X
3) Selects variables that measure public health conditions	X	X								X
4) Uses methods and instruments for collecting valid and reliable quantitative and qualitative data	X	X					X	X	X	X
5) References sources of public health data and information	X	X							X	X
6) Evaluates the integrity and comparability of data	X	X							X	X

INDIANA PUBLIC HEALTH WORKFORCE DEVELOPMENT
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Policy Development/ Program Planning Skills										
1) Analyzes information relevant to specific public health policy issues	X	X	X	X	X	X	X	X	X	X
2) Articulates policy options		X	X	X	X		X	X		
3) Determines feasibility and expected outcomes of policy options (4)		X	X	X	X		X	X		
4) Articulates the implications of policy options (5)		X	X	X	X		X	X		
5) Utilizes decision analysis for policy development and program planning					X		X			
6) Manages public health programs consistent with public health laws and regulations			X	X	X	X			X	

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Cultural Competency Skills										
1) Incorporates strategies for interacting with persons from diverse backgrounds (9)	X	X	X	X	X	X	X	X	X	X
2) Considers role of cultural, social, and behavioral factors in the accessibility, availability, acceptability and delivery of public health services			X	X	X		X		X	X
3) Responds to diverse needs that are the result of cultural differences			X	X	X		X		X	X
4) Explains the dynamic forces that contribute to cultural diversity	X	X	X	X	X		X	X	X	X
5) Describes the need for a diverse public health workforce			X	X	X	X	X	X	X	
6) Assesses the public health organization for its cultural competence			X	X	X	X	X	X	X	X

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Community Dimensions of Practice Skills (cont'd)										
7) Describes the role of governmental and non-governmental organizations in the delivery of community health services			X	X	X	X	X	X		X
8) Negotiates for the use of community assets and resources		X		X			X			
9) Uses community input when developing public health policies and programs		X		X						
10) Promotes public health policies, programs, and resources	X		X	X				X	X	X

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Basic Public Health Sciences Skills										
1) Describes the scientific foundation of the field of public health								X	X	X
2) Identifies prominent events in history of the public health profession								X	X	X
3) Relates public health science skills to the Core Public Health Functions and Ten Essential Services of Public Health								X		
4) Applies the basic public health sciences (11) to public health policies and programs	X	X	X	X	X	X	X	X	X	X
5) Conducts a comprehensive review of the scientific evidence related to a public health issue, concern, or intervention		X							X	X

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Financial Planning and Management Skills (cont'd)										
6) Manages programs with current and forecasted budget constraints	X	X	X	X	X	X	X	X	X	X
7) Develops strategies for determining budget priorities	X	X	X	X	X	X	X	X	X	X
8) Evaluates program performance	X	X	X	X	X	X	X	X	X	X
9) Uses evaluation results to improve performance	X			X	X	X	X	X	X	X
10) Prepares proposals for funding from external sources	X	X	X	X	X	X	X	X	X	X
11) Applies basic human relations skills to the management of organizations, motivation of personnel, and resolution conflicts.	X	X	X	X	X	X	X	X	X	X
12) Applies public health informatics skills to improve program and business operations							X	X	X	X

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Leadership and Systems Thinking Skills (cont'd)										
5) Promotes individual, team, and organizational learning opportunities								X		
6) Establishes mentoring, peer advising, coaching, or other personal development opportunities for public health workforce			X				X	X		X
7) Contributes to the measuring, reporting, and continuous improvement of organizational performance					X	X		X	X	
8) Modifies organizational practices in consideration of changes in the public health system, and the larger social, political, and economic environment			X	X	X	X				

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- (1) Examples include: factors contributing to health promotion and disease prevention, the availability and use of health services
- (2) Examples include: equity, social determinants, environment
- (3) Examples include: risks and benefits to the community, health and resource needs
- (4) Examples include: health, fiscal, administrative, legal, ethical, social, political
- (5) Examples include: health, fiscal, administrative, legal, ethical, social, political
- (6) Examples include: use of data and information technology standards across the agency where applicable, and use of standard software development life cycle principles when developing new IT applications
- (7) Examples include: social networks, media, blogs
- (8) Examples include: principled negotiation, conflict resolution, active listening, risk communication
- (9) Examples include: cultural, socioeconomic, educational, racial, ethnic, sexual orientation, professional
- (10) “Ecological Perspective” as cited by the Committee on Educating Public Health Professionals for the 21st Century, Institute of Medicine (IOM), Who Will Keep the Public Healthy? Educating Health Professionals for the 21st Century, Washington, DC: National Academy Press; 2003
- (11) Including, but not limited to: biostatistics, epidemiology, environmental health sciences, health services administration, and social and behavioral sciences Council on Education for Public Health (CEPH). Public Health Program Criteria – Amended June 2005 (PDF file). Retrieved March 13, 2009 from: <http://www.ceph.org/files/public/PHP-Criteria-2005.s05.pdf>
- (12) Examples include: limitations of data sources, importance of observations and interrelationships
- (13) Examples include: patient confidentiality, human subject processes
- (14) Examples include: business process analysis, enterprise-wide information planning

The Council on Linkages Between Academia and Public Health Practice, Public Health Foundation

Note: As of toolkit publication date, June 2010, this is the most current version of the published matrix. Please check back on the Public Health Foundation's website in the third quarter of 2010 for additional updates: <http://www.phf.org/link/corecompetencies.htm>.